

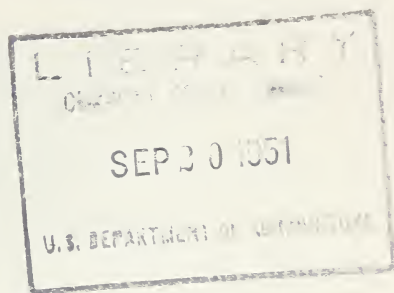
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# CAREERS IN FORESTRY



U. S. DEPARTMENT OF AGRICULTURE  
MISCELLANEOUS PUBLICATION No. 249

This publication deals primarily with careers in technical forestry, the practice of which calls for professional training comparable to that of engineers, lawyers, and other professional men. Many nonprofessional workers are also engaged in forestry work. Public forestry agencies and private forest industries employ skilled and unskilled laborers, mechanics, lookoutmen and fireguards, accountants, clerks and stenographers, and many others whose work calls for experience in handling certain tools or equipment, or special skills in the particular type of work involved. These employees may play an important part in the conduct of forest work, but their jobs ordinarily do not call for fundamental training in the science of forestry.

Information on employment possibilities in the nonprofessional phases of forestry may be obtained from the employing agencies.

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Immediately following World War II, enrollment in professional forestry schools reached an all-time peak because of the educational opportunities to veterans under the provisions of the so-called GI Bill of Rights. Forestry school graduates in the years 1948-51 who applied for Federal forestry positions numbered greatly in excess of the demand. Consequently, only the applicants who had placed approximately in the highest 20 percent of those who passed the competitive Civil Service examination could be considered for Government positions.

Since there is a definite correlation between scholastic marks and Civil Service examination ratings, only the students in the upper one-third of their class have a reasonably good chance to compete successfully for Government positions. Unless the enrollment in forestry schools decreases below the 1951 level, most of the graduates, in order to find employment in the forestry profession, will have to seek it with employers not subject to U. S. Civil Service Commission recruitment requirements.

## *Foreword*

One-third of the United States is forest land. It is a matter of concern to all of us that this vast area contribute its full share to our economic and social welfare. And it is the responsibility of foresters to point the way.

The forester's job is the management of wild lands so that they will be permanently and continuously productive. His "crops" include wood, water, range forage, wildlife, outdoor recreation, scenic values. In a larger sense they include opportunities for industrial development, steady employment for workers, community stability, and the material and spiritual advancement of all our citizens.

The forester's job has sometimes been represented—in correspondence school advertisements—as a lifetime vacation with pay. It is not that. It is hard work. Although the forester may devote much effort to improving the opportunities for others to hunt and fish, he may have little chance to enjoy such recreation himself. Nor is a hankering for life in the outdoors the only requisite for a job in forestry. Forestry work calls for specialized knowledge and skills. The usual requirement even for beginners in technical forestry is a 4-year forestry course in college.

The forester may expect his full share of headaches and heartaches. He may have to battle indifference or hide-bound tradition to accomplish his tasks. Frequent transfers of station may thwart his desires for a permanent home. Salaries are not large; few foresters have become wealthy. Advancement may be slow. The field may become overcrowded and some trained foresters may be unable to find employment. That has happened at times in the past.

Forestry work, however, is not without its attractions and compensations. Perhaps the greatest of these is the satisfaction that derives from constructive service to one's fellow men. Whether he is in public or private employment, the forester who conscientiously works for the advancement of the principles of forestry is contributing to higher living standards, greater security, and a richer life for all. After more than 30 years in forestry work, I can truthfully say that if I had to begin again I would choose the same course.

There is an immense amount of forestry work to be done in the United States. We have as yet hardly scratched the surface of what needs to be done to bring sound forest practice to all our timberlands. The biggest jobs lie ahead. How soon they will be undertaken will depend largely upon public understanding of and support for a Nation-wide forestry program. Forestry can, in the end, go only as fast and as far as the people of this country demand.

LYLE F. WATTS,  
*Chief, Forest Service.*



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# *Careers in Forestry*<sup>1</sup>

*Prepared by the Forest Service*

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## TRAINING FOR FORESTRY

Forestry deals with the development of forests in such a way as to perpetuate their many services and benefits to mankind. The forests provide wood and other products for man's use; they prevent erosion of the soil and regulate stream flow and water supply for irrigation, for hydroelectric power, and for domestic use; they harbor wildlife, and give abundant opportunity for outdoor recreation.

The man who chooses a career in forestry has the opportunity to serve his fellow men in a vitally important field.

When forestry is practiced, timber becomes a crop produced under methods developed scientifically. American forestry has developed various techniques, applicable to different forest types and regions, in timber growing and harvesting, protection from fire, watershed protection, wildlife management, and recreation management. The physical character of much of the western United States, in which large areas of range land suitable for livestock grazing are intermingled with forest and must of necessity be handled coordinately with the forests, has brought range management also into the field of American forestry.

Since the turn of the century forestry has become an established profession and has taken a position of great economic importance in the United States. Foresters are today charged with the solution of one of our major economic problems, that of putting to the best use for human welfare the 624 million acres of land most suitable for forest purposes. Complete and thorough training is now fundamental to a career in the profession.

<sup>1</sup> This publication supersedes an unnumbered publication issued in 1927, *Forestry as a Profession*.



When active work in forestry began in this country, there were no schools of forestry on this side of the Atlantic. Prospective foresters had to go to Europe to obtain technical training. Anticipating the need for trained men, and in order to aid in the development of work in the field, several progressive institutions established schools of forestry even before any considerable demand for graduates was assured.

Private instruction in forestry was given at Biltmore, N. C., as early as 1897 by Dr. C. A. Schenck in connection with his work on the Vanderbilt estate. It was not until 1898, however, that an American educational institution gave definite recognition to the need for special training and instruction by establishing a professional school of forestry. Cornell University led the way. In 1900 the Yale Forest School was started. Schools of forestry were established in the Universities of Michigan, Minnesota, and Nebraska in 1903, and in other universities and colleges in the years that followed.

The treatment of America's forests since the earliest settlement had been in the main a matter of destructive exploitation, resulting in large-scale depletion of the country's original forest resources. Ideals and purposes of the new profession were necessarily in conflict with many long-established forest-utilization customs and practices and consequently encountered opposition. Gradually, however, the misunderstandings are being cleared up and the prejudices overcome. Forestry's field of usefulness in the United States has become more and more apparent with the passing of the years.

As early as 1912, it is estimated, there were approximately 500 men in the United States with a greater or less degree of technical training in forestry. These were in addition to early-day forest rangers who began without a technical background, but through their own experience in Federal and State work had acquired considerable practical knowledge of certain phases of the subject. The pioneer foresters were zealous crusaders in the cause of conservation. Although the *idea* of conservation is more widely accepted today, the *practice* of conservation is still far from being generally applied. A crusading spirit in the public interest still is strong in the forestry profession; it must continue so.

The importance of proper training now and in the future for a career in forestry cannot be overestimated. As the number of foresters steadily increases and competition becomes keener, thorough education will become more and more necessary.

The technical forester should have an education comparable to that of the lawyer, civil engineer, or other well-trained professional man. Such an education usually requires a minimum of 4 years of college work. A course of 5 or 6 years—1 or 2 of which are spent in postgraduate work—is still better. The large number of men who look for employment in the lumber business of other forest-using industries will find college training in the principles of forestry as valuable to their success as it is to that of the men who plan to specialize in more scientific and technical forestry work.

College training is but a part of the preparation needed. It must be supplemented by first-hand experience in forest or conservation work. Many young men obtain part of this experience through summer-school camps and some get it through field work during summer vacation periods in a Federal or State forest, a conservation organization, or in the employ of a lumber company. Men who plan to specialize in lumbering find several years of work in logging camps and mills valuable in learning the practical details of the business.



## SCHOOLS OF FORESTRY

Courses leading to degrees in forestry are offered in about 30 institutions. Many other colleges also include forestry in their curricula, the instruction being given on a nonprofessional basis as supplementary training in other degree courses. Enrollment of undergraduates in the forestry schools in the United States prior to World War II totaled more than 6,000. Figures from the forestry schools indicated that about 500 degrees were being granted annually. More than 1,000 bachelor's degrees in forestry were granted in each of the years 1949 and 1950. The number of professional foresters has reached a total of more than 7,000.

A list of the schools rated as accredited forestry schools by the Council of the Society of American Foresters can be obtained from the Forest Service, U. S. Department of Agriculture, Washington 25, D. C. In most cases, a 4-year course is offered, leading to a degree of Bachelor of Science in Forestry. Several universities provide graduate instruction leading to Master of Forestry and doctorate degrees. As a Government agency, the Forest Service is not in a position to express an opinion as to the relative merits of the schools or their courses. Information concerning entrance requirements, tuition, etc., can be obtained by applying directly to the institution.

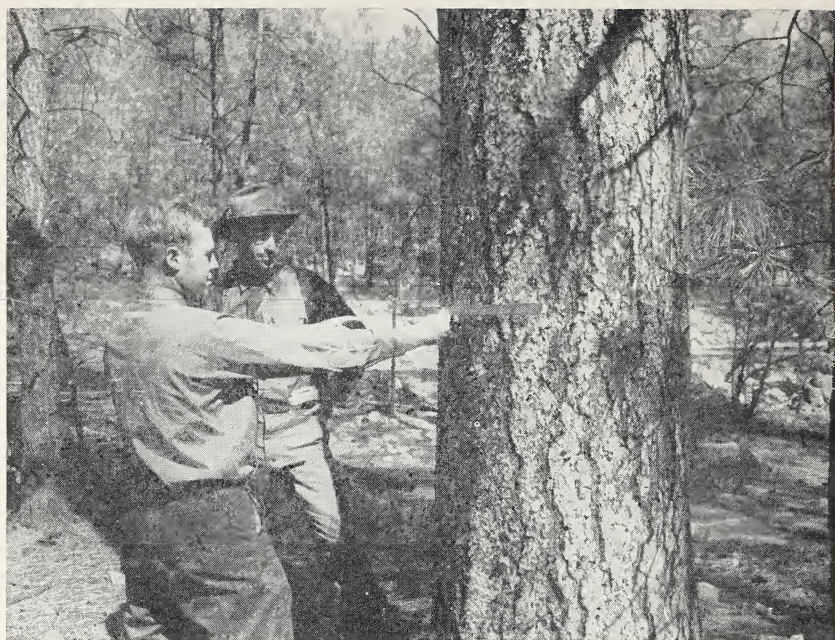
## CHARACTER OF FORESTRY WORK

Many persons still have only a vague idea of the kind of life the forester really leads. Young men are often attracted to the profession because of the prospect of outdoor work. They are fond of camping in the open and of hunting and fishing.

One who is considering such a career should remember that the forester in his field work sometimes must endure hardships that sportsmen do not encounter. Spending considerable time in the woods as part of one's regular business is quite different from camping out for a few weeks on a vacation.

A variety of tasks usually greets the forester on his first job. He may be involved in such work as cruising or marking timber, making range surveys, reforestation of cut-over or abandoned farm lands, and possibly in planting or conservation work in soil-erosion or flood-control areas. During his apprenticeship he is certain to be used on a number of different tasks in which his technical skill and ingenuity are put to test. If he shows outstanding ability, the young forester may find the apprenticeship period a short one, although as the number of foresters increases and competition becomes more intense, the training period may be expected to lengthen.

The young forester is apt to have his headquarters shifted frequently, somewhat like the civil engineer. The places to which he is assigned may not always be the most desirable from the standpoint of personal comfort or convenience, especially for family life. Because of this shifting about, he may be unable for some time to establish a home. On the other hand, if he is an able man, he may ultimately advance to a position which will give him more permanent headquarters and greater opportunity for home life. He must not count himself secure, however, against a change of working field which will necessitate removal to a new place. Ordinarily, his home will be in a small town or its vicinity.



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Figure 1.—The forester in the woods—estimating timber volume with a Biltmore stick.

Even in the higher positions, whether in Government or private work, the forester may have to spend a great deal of time supervising or inspecting actual field operations. Trips away from his headquarters may be for only a day or so, or several weeks. In some positions such travel often includes long, hard journeys by horse and pack train. Frequently it means hard and rough walking, and sometimes days of slow and laborious progress by snowshoe or canoe. Even with the greatest possible extension of good roads, much of the forester's travel for many years to come will necessarily be arduous. Doubtless the time will never come when it will always be easy.

The character of the work which foresters are called upon to do varies greatly. It may depend upon the aptitudes of the individual, his previous experience, and the degree and kind of his specialized training.

For many the work is in large part administrative—conducting timber sales, supervising range use, organizing and maintaining a fire-control organization, and handling various other operational jobs involved in the management of a forest area.

Some men spend the greater part of their time in such work as determining the amount and rate of timber growth on given tracts, or working out the best methods of cutting to obtain a second crop without recourse to planting. Problems relating to forage on the ranges and the determination of grazing capacities and systems of range management that will improve and perpetuate this resource constitute another major field. Other men deal with wildlife and its management. Technical foresters work on all kinds of problems associated with the life history and productive capacity of the forest.

Groups of foresters are also engaged in devising methods of protecting the forest from fire, in organizing and operating efficient systems of administration, and in dealing with the problems of utilization of the forest and its



products. Special aptitudes or interests may lead some men permanently into flood-control or soil conservation work; and others may find openings in connection with various forest, watershed, and land surveys, recreation work, wildlife management, and in the extension of sound forestry practices in agriculture and industry.

The majority of foresters have to deal with both the scientific and business aspects of the profession. In brief, they must be good businessmen with thorough technical education. They must be able to manage and develop the property under their care in such a way as to make it yield high returns at low cost. Their scientific equipment, as indicated, is a matter of thorough schooling; the business equipment must be gained through experience. Both are essential.

## REQUISITES FOR SUCCESS

Intelligence, industry, honesty, and soundness of character are important personal requisites of the successful forester. He must also like the sort of life he must lead and have the health and constitution to stand it. It must not be imagined, however, that the profession is a muscular one, pure and simple.

Those who enjoy such a life will find a career in forestry fascinating. Those who do not may find the work monotonous and even positively disagreeable.

The successful forester must not only show a thoroughness in details but have, to a high degree, the qualities of foresight and breadth of vision. The



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Figure 2.—One of the more arduous but interesting tasks of a forest officer—making a winter survey of elk in a national forest.

man capable only of carrying out plans others have made will always, as in other professions, remain an assistant.

Administrative and executive ability are necessary for many positions. The forester's work in such positions is extremely practical and is concerned either directly or indirectly with the practical business administration of forest property. When he has advanced beyond an assistantship, he has charge of men and consequently must possess the ability to lead and direct.

In the strictly research field the forester may not have large administrative responsibilities, but the results of his research are essential to proper handling of the forests. All such investigational work may not seem entirely practical to the layman or administrative worker. The results, however, may develop thoroughly practical aspects. Modern conveniences and techniques owe their genesis in many instances to the painstaking search of scientists who labored to obtain the basic truths for which others found a practical application.

Many foresters must also have the qualities necessary to a successful teacher. In their efforts to develop better public understanding of forest conservation problems, they perform the functions of educators. Such work is part of the forester's regular duties in many positions. Nearly every forester, whether consciously or not, is helping to mold public sentiment. Hence his job requires ability to meet people and gain the confidence of the public.

In public forestry the spirit of service is a most important requisite for success. It is the spirit that causes men to place the interests of society and of the group at large above the interests of one's self or of the few. It is exemplified in the policy which governs the administration of our national forests—of so managing the forests as to promote the greatest good for the greatest number of our people in the long run.

Conservation of our natural resources is today one of the greatest internal problems of the Nation, and conservation with use is the essence of forestry. The forest is a resource that must be conserved; it is also an agency for the conservation of other natural resources such as soil, water, wildlife, and forage. The work done in forest conservation in this country has been accomplished by men imbued with the spirit of service and believing wholeheartedly in what they are doing. The task of carrying this work forward will demand men capable of overcoming great obstacles.

## THE FIELD OF WORK

Foresters are now employed by the Federal Government; the States, most of which have forestry departments; municipalities; lumber companies and private owners of timberland; wood-using industries; educational institutions; and organizations conducting research or promotional work in forestry.

### FORESTRY IN THE FEDERAL GOVERNMENT

Up to the close of the first decade of the century, the United States Government was the principal employer of American foresters. In 1912 it was officially estimated that 60 percent of the foresters in this country were in Federal Government work and that fully 95 percent had been so engaged at one time or another. Since then the States, municipalities, educational institutions, and private corporations have absorbed large numbers of graduating foresters. However, with the expansion of the Federal Government's

forestry activities in recent years, it still remains the largest employer of trained foresters.

Although the majority of professional foresters now in Federal Government employ are in the United States Forest Service, a number of foresters are employed in the management of forest lands on Indian reservations under the Bureau of Indian Affairs of the Department of the Interior. Foresters are also employed in the National Park Service, the Bureau of Land Management, and Fish and Wildlife Service of the same Department; in the Income Tax Unit of the Treasury; in the Tennessee Valley Authority;



F-417397

Figure 3.—A forest officer discussing range conditions with a sheepherder in the Idaho mountains. The forester's job brings him in contact with many forest users.

in the Department of Commerce; and in the Soil Conservation Service of the Department of Agriculture. Foresters with additional training in entomology or forest pathology are employed in the Bureau of Entomology and Plant Quarantine and the Bureau of Plant Industry, Soils, and Agricultural Engineering of the Department of Agriculture.

### Careers in the Forest Service

The Forest Service is proud of the spirit of public service that pervades its membership. In employing new personnel it seeks to obtain men and women who are not only properly trained for the work but have high ideals and a strong desire to serve the public.

All permanent Forest Service positions are in the classified civil service. Examinations, through which the force is largely recruited, are given for junior foresters. The Junior Forester Civil Service examination provides two options, (1) Forest and (2) Range. These are professional and highly technical jobs—academic training, equivalent to graduation from a recognized college or university, is required.



Men who pass the junior professional examinations and receive appointments are first assigned to positions as assistant to district rangers on the national forests or to subordinate lines of technical work in research or in State and private forest cooperative work. They may be assigned as technical assistants on the staff of the forest supervisor. The beginner in the Service may thus supplement his academic training by experience that should qualify him for advancement to the position of district ranger, or to comparable positions in research or cooperative work.

In the early days of the Forest Service the forest ranger did not always have a background of technical training, nor did he carry the responsibilities that a district ranger now does. Such positions were often filled by men who passed examinations based mainly on practical experience in woodsman-ship. The situation has changed with the times.

The district forest ranger is today an administrator of a large area and a supervisor of all the activities within his district. The business he conducts is often the largest of any in the community. Both technical training and practical experience are required. Ranger jobs are now filled through promotions, as are other key positions in the Service. The length of time a technically trained man may spend in subordinate positions before he becomes a district ranger will vary both with individual qualifications and with the opportunities offered.

After appointment in the Forest Service, a forestry graduate should expect to spend from 1 to 2 years as a junior forester. The first year of service is the probationary period, an extension of the examining process. Those who are not adapted to practical forestry work are separated from the Service during this period. Those who are retained beyond the 1-year period are ordinarily promoted to more responsible positions such as assistant district ranger, where training continues. From 3 to 10 years may elapse before the appointee is promoted to a district ranger position.

One line of advancement may lead the young forester from an assistant ranger position to district ranger, then assistant forest supervisor, from which he may advance to a supervisor's position. Additional promotions may eventually take him to the regional forester's office or even higher.

Another line of progress may be from technical assistant on a forest ranger district to technician on the supervisor's staff, followed by assignment as technician for an entire region. Other lines of promotion may be taken in the research field—starting, for example, as a technical assistant and advancing to project leader or specialist on some phase of the experimental work, or to a staff position at a forest and range experiment station. In State and private cooperation, a young forester is usually assigned to farm forestry or similar cooperative work only after some preliminary experience. He may advance to regional or headquarters staff positions in this field. Varying combinations of these lines of promotion may be applied in individual cases. To broaden his knowledge and experience, a man may be assigned at different times to national forest administration and to research or cooperative work. Thorough technical training and wide experience are now considered prerequisite to success in the higher positions.

The career idea is thus carried out by advancement within the Service as men become more proficient in their work. Forest supervisors, assistant supervisors, and regional and national officers are men who have come up through the ranks.

Technical assistants to the ranger may be assigned to fire control, road and trail construction, timber culture, or other special jobs. Similarly, staff technicians directly under the forest supervisor may also be assigned



to any one of these functions on the entire forest: Fire control, watershed protection, timber plans and sales, wildlife, range management, improvements of various kinds, timber culture, recreation, flood and erosion control, or general technical work.

Experts for technical positions in a number of other lines of work in the Forest Service are recruited by special civil-service examinations. There are many of these jobs, such as: Forest ecologists, soil scientists, engineers in timber tests, chemical engineers, and wood technologists. Clerks, stenographers, accountants, and similar office workers are likewise appointed from civil-service registers established through the regular examinations for such positions.

The force on the national forests comprises a number of grades. In general, the base salary ranges are as follows: Technical assistant (junior forester), \$3,100 to \$3,850; district forest ranger, \$3,825 to \$5,350; staff technician, \$3,825 to \$6,400; assistant forest supervisor \$5,400 to \$6,400; forest supervisor, \$6,400 to \$7,400. Similarly, the range of salaries in higher administrative positions are in keeping with the responsibilities. When Government living quarters are furnished, a salary deduction is made. The amount varies with the value and kind of accommodations, but ordinarily is from \$200 to \$600 annually.

The work of the Forest Service was considerably expanded from 1933 to 1942 by the emergency relief and recovery activities. Forest work for unemployed youth brought into the forests many thousands of men in Civilian Conservation Corps camps. With these activities came a demand for foresters and men otherwise qualified for field supervisory positions. Hundreds of young men recently graduated from professional schools found opportunities which offered an immediate chance to gain both a living and valuable forestry experience. The social and economic value of forest work is large, and as an outlet for unemployed labor forestry is now well recognized. Public works programs in forest conservation, or greater recognition of the need to have this work done as a regular continuing public activity, may broaden the field for the employment of foresters as directing and technical personnel.

### *Divisions in the Forest Service*

Organization of the Federal Forest Service now includes 23 divisions. These are correlated into 6 groups. Some are fiscal and facilitating divisions in which the nature of the work calls for training entirely different from forestry, although forestry-school graduates with special aptitudes or experience often find opportunities in these divisions. Men with professional forestry training are employed, in the main, in work that may be grouped under the administration of national forests, research or technical investigations, and State and private forest cooperation. Certain other phases of Federal forestry work, such as the guayule rubber and other emergency projects undertaken during the war, and various phases of extension, information, and education work, allied to, or closely coordinated with the activities of one or more of the divisions, have also provided employment for many professional foresters.

The Forest Service employs a permanent force of approximately 7,000. Of these, about 2,100 are professional foresters, and the remainder clerical, administrative, or custodial employees and protection and construction forces. About two-thirds are employed on the national forests as supervisors, assistant supervisors, rangers, etc., and the remainder are engaged in administrative, scientific, and clerical work at the Washington and regional

headquarters, the Forest Products Laboratory, and the forest and range experiment stations, or in State and private cooperation work in various parts of the country. In addition, about 10,000 lookouts, patrolmen, fire fighters, and other nonprofessional workers are temporarily employed each year on the national forests during the fire season.

### *Administration of the National Forests*

The national forests and purchase units cover a total net area of approximately 181 million acres. Of this area more than 143 million acres are in the public-land States west of the Mississippi River, chiefly in the mountains of the far West. About 21 million acres are in Alaska, and approximately 17 million acres in the eastern States and Puerto Rico.

The protection, administration, and development of this vast area constitute one of the principal tasks of the Forest Service and occupy the time and energies of a large number of its men. The management of these forest properties distinguishes the work of the Forest Service from that of most Government bureaus. Its practical requirements have been met by a highly decentralized form of administration whereby the responsibility for handling local problems has been placed in the forest officers on the ground.

Administration of the national forests necessarily centers in the Washington office, to which are attached certain higher officers engaged in general direction and inspection; but for promptness and convenience of field administration 10 national-forest regions have been established—9 in the States and 1 in Alaska. Each region is under the direct charge of a regional forester; associated with him are such technical assistants as may be necessary for the conduct of the work.

There are now about 150 national forests, averaging more than a million acres each. A supervisor is in charge of each forest, and his staff may include an assistant supervisor and a number of technicians. The forests are also divided into districts, each in charge of a district ranger, who is responsible for the protection of this area and for the conduct of its business. During the field season, fire-control assistants and other aides are employed to supplement the regular force.

The system of national forests is from time to time enlarged through purchases of privately owned lands in a number of established purchase areas, most of which are in the States east of the Great Plains. These purchases are made under provisions of the Weeks and Clarke-McNary laws.

The protection of the national forests from fire is of fundamental importance. Without adequate protection, all other efforts directed toward increasing the productivity of the forests might be entirely nullified. Continuous effort has therefore been directed toward this objective.

The use of the forests by the public is continually increasing and this has necessarily intensified the fire problem. In addition, it has necessitated the handling of an immense amount of current business. The large volume of business involved in the management of forest and forage and in the multiple use of land calls for constant and painstaking supervision.

All the different lines of work on a national forest are handled by the regular administrative force under the immediate direction of the supervisor. Since the very beginning, an effort has been made to apply the best forestry practice practicable under existing conditions and the more technical phases of the work have accordingly been handled as far as possible by the men with technical education—men who have entered the Forest Service as junior foresters and range conservationists. These men have



had to perform such duties as mapping and estimating the timber on the forest, marking the trees to be removed in timber sales, raising stock at nurseries for field planting, reforesting treeless areas by planting, and looking after the varied phases of flood control and range management. The rangers also are called upon to do work of this character in addition to their regular protection and administrative duties.

The second step in the development of the forests has been the preparation of detailed plans for the administration and use of the resources of each forest. Such plans require sound technical training for their preparation and execution. Their perfection will be achieved only through the painstaking work of years, but already the results of better management clearly justify their application.



F-388144

Figure 4.—Forest officer checking weather data for fire-danger. This information enables him to forecast the possibility of forest fires and to make the proper preparations.

### *Research or Investigative Work*

Forest research offers an opportunity equal to that of any other activity within the Forest Service for constructive work having a high public-service value. It deals almost entirely with problems of managing the various forest resources, work on many of which is barely beginning in the United States. No other phase of forestry offers a more attractive career for men having the creative impulse.

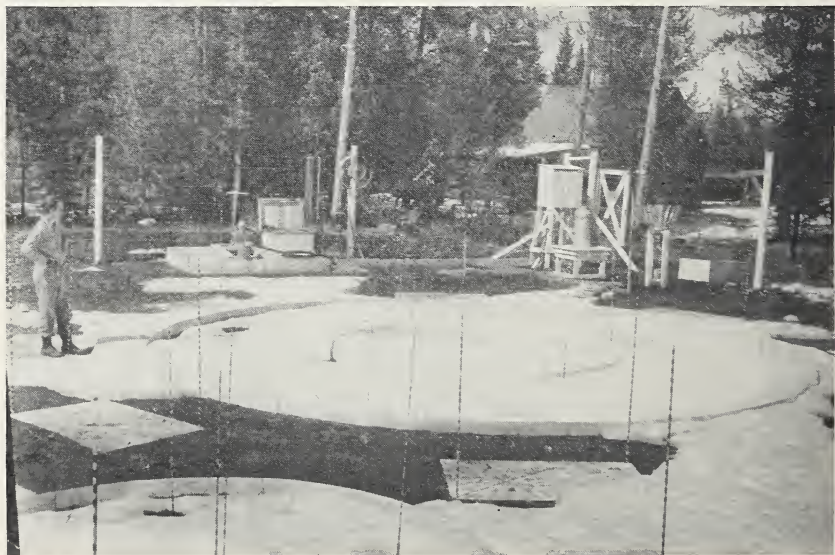
Primary objectives of the research activities of the Forest Service are to lay the scientific foundation for such management of forest and range lands as will help to insure (1) supplies of timber and other essential forest crops suitable in quality and ample in quantity for national needs; (2) regulation of stream flow; prevention of erosion; furtherance of public health and outdoor recreation; maintenance of fish, game, and other wildlife, cli-

matic and scenic benefits, etc.; (3) forage of the best kind in greatest quantity and the proper utilization of this forage consistent with other objectives; (4) the best and most profitable use of forest land; and (5) proper utilization of wood produced in the forest and the development of new and improved uses of wood.

The research includes five main classes. Research in forest management has to do with the growing of timber crops and their management and protection; that in range management with producing and utilizing forage on natural rangeland; that in forest influences with the effects that forests, brush, and other natural cover have upon water, soil, and climate and the management of this cover in its relation to erosion control and water supply; that in forest products with effective utilization of wood and other forest products and with reduction of waste; that in forest economics with the production, distribution, and consumption of forest products and with facts and principles on which the policy of forest landowners, public and private, should be based.

The research program is carried on at 12 regional forest and range experiment stations and at the Forest Products Laboratory at Madison, Wis. Several hundred technical men are engaged in the research program. Additional temporary assistants are employed in some phases of the work in accordance with demands. The majority of the technical men are forestry-school graduates, but geologists, botanists, chemists, engineers, economists, statisticians, and others are also used.

Many of the technicians employed in research have had advanced training, some have doctors' degrees or their equivalent. The various phases of forest research require as a foundation broad training in natural science with emphasis on forestry, regardless of whether the investigator is to deal with management and protection, forest influences, grazing management, forest products, or forest economics. Advanced work—beyond this foundation



F-407041

Figure 5.—A forest-research project—studying the rate of snow melt in the forest, with the help of special equipment.



training in forestry—may be in any one or more of a large group of biological or other sciences, such as plant physiology, ecology, soils, genetics, taxonomy, and organic chemistry.

Wherever possible, men are encouraged to spend a limited time in the administrative organization, either as junior foresters or as district rangers, in order to become familiar with actual forest practice before entering permanently upon research assignments. In employing men as temporary assistants, the Forest Service gives preference to forestry-school students and others who are anxious to specialize later in research.

### *State and Private Forest Cooperation*

Nearly 390 million acres, or four-fifths of our total timber-growing area, are now in State or private ownership. More than 350 million acres, or 90 percent of this, are privately owned, with 140 million acres in farm woodlands. The area under State or county ownership is continuously increasing through public acquisition for State forest purposes and through tax delinquency.

The future of forestry in the United States depends in no small degree upon acceptance and operation of better forestry practices on private lands. The problem of bringing about this improvement constitutes a challenge to the profession. Advancement in these phases of forestry has been the objective of several acts of Congress.



F-394551

Figure 6.—Measuring snakeweed growth in connection with grazing studies at the United States Forest Service's Jornada Experimental Range, N. Mex. Range investigations are among the major fields of research carried on by several forest and range experiment stations.

The Federal Government is cooperating in the protection of State and private lands from fire through financial aid to the States under provisions of the Clarke-McNary law of 1924. Forty-two States cooperate in fire protection, in addition to the Territory of Hawaii, and the total area of forest lands covered in 1943 was approximately 299 million acres. This is a little more than two-thirds of the area in need of protection. The fire-protection projects are administered by or under direction of the State forestry department, the Forest Service cooperating in development of plans, establishment of standards of procedure, and inspection of the work. Under the terms of the law, the Federal Government limits its expenditures in a given fiscal year to a sum not greater in each State than the funds expended jointly by the State and qualifying private owners.

The Forest Service is also cooperating under the Clarke-McNary law with 43 States, in addition to Puerto Rico and Hawaii, in the production and distribution of young trees for planting windbreaks, shelterbelts, and farm woodlands. A total of approximately 46 million trees was distributed to farm owners in 1943.

Additional assistance is offered by the Government under the Clarke-McNary law in the form of aid to farm woodland owners in the management and care of their timber. In this project the Department of Agriculture cooperates with the States in the maintenance of extension foresters to provide demonstrations and advice on the more efficient management of farm woodlands, the reforestation of those farm lands not now suitable for agricultural crops, and the marketing and utilization of farm timber.

Under the Farm Forestry Act of May 18, 1937, programs of farm forestry research and aid to farmers in woodland management and marketing have been started. In 1944, 88 projects in 28 States were carried on in cooperation with State agencies.

## FORESTRY IN THE STATES

Forestry work in the States has made notable progress in recent years. More than 40 States now employ foresters in various capacities. The State forester in many States carries heavy responsibilities as directing head of a large organization and has under his control the annual disbursement of large appropriations.

The character of a State forester's work depends upon the development of forestry in his particular State. Where forestry is just beginning to receive attention, his first efforts must be largely of an educational and organizational nature. His chief task is to develop a forest policy for the State and to educate the people to protect and improve the handling of the forests within its borders. He must study the needs of the State and then go before the people and show them what must be done to put into effect the policy which he has formulated. He usually has to make a great many public addresses, issue bulletins, write articles for magazines and newspapers, and in every other possible way bring this message to the people. He must also obtain basic legislation and appropriations in addition to engaging in technical forestry work.

On the other hand, in those States where there is already a settled forestry policy the State forester's work is of a different character. His major activities are usually fire prevention and control, forest planting, educational work, and management of State-owned forests.

State activity in protecting forests from fire, with the cooperation and financial aid of the Federal Government, has opened a field for the em-



ployment of many foresters. Trained men are also used in the propagation and distribution of planting stock. In those States where an active State forestry program has been developed, a number of trained foresters are employed. The State forester's staff may include technical assistants in immediate charge of the various lines of activity carried on by the State organization. District foresters or State forest rangers may be assigned responsibility for the development and maintenance of the fire-control organization and other State forestry work in a designated part of the State. The work of the State district forester corresponds generally to that of a national district ranger except that usually he deals cooperatively with private forest landowners rather than supervising work on lands under his own direct charge. Nearly one-third of the State and private forest land needing fire protection was still not covered by organized protection in 1944, and the protective work on many of the areas covered was inadequate. Extension and intensification of cooperative fire protection to a degree commensurate with the needs would call for employment of many additional trained men in State forestry work.

In some States, political domination has interfered with the progress of State forestry work. Positions have been filled on the basis of political considerations rather than technical qualifications, and a change in State government administration has meant a general turnover of forestry personnel. The Federal Forest Service and the forestry profession generally are giving every possible encouragement to the development of State forestry work on a nonpolitical basis with appointments made strictly on the basis of professional qualification and merit.

### *State Forests*

In the aggregate, some 27 million acres of land are in State forests. The type of administration given these State-owned lands varies. Many State forests are managed intensively, along lines similar to national-forest management. Some State forests and parks are devoted primarily or entirely to public recreational use. In some States, substantial areas of State forest land—particularly scattered tracts which have come into State ownership through tax delinquency—has as yet received little attention. Administration of State forests is another field for trained foresters in State work.

## **Extension Foresters and Farm Foresters**

Forestry extension work is another field in which professional foresters find employment in the States in the capacity of extension foresters. These men are associated with the Federal-State cooperative extension program of educational aid to agriculture. Under the general supervision of the State director of extension, their work includes technical advice and assistance to private owners of woodlands in the field and through correspondence and demonstration. The extension forester works in close cooperation with the county agricultural agents.

Somewhat similar activities are carried on by farm foresters employed under the Cooperative Farm Forestry Act of 1937. The farm forester, however, works directly with the individual woodland owners in the territory to which he is assigned—usually a county or group of counties containing extensive farm woodland. In most States, the farm foresters are employed by the State forester, with the Federal Forest Service cooperating in supervising and financing the program. In a few States the Federal Forest Service conducts this work directly.

## COMMUNITY FORESTS

A new field of employment for trained foresters is opening up through the development of community public forests by counties, municipalities, school districts, and other local government units or public institutions. Some of the town forests in New England were the earliest public forests in the United States and have yielded financial returns and other benefits to the communities for more than two centuries. In recent years the number of community forests has increased greatly.

Reports to the Forest Service in 1948 showed more than 3,000 community forests aggregating over 4.5 million acres in 43 States. Of the total, 1,118 were maintained by municipalities, including 318 municipal watershed forests; 618 by counties and townships; 1,352 by schools or school districts; and 116 by civic or welfare organizations.



F-423023

Figure 7.—An extension forester shows local farmers and their families how to build fire lines in the forest. Fire lines help to halt an onrushing fire.



In addition to parks for recreational purposes and purchases of forested watersheds for the protection of sources of domestic water supplies, many cities and counties are acquiring forest lands for investment and development purposes. Managed under multiple-use plans, similar on a smaller scale to those applied on our national forests, such community forests can supply numerous services to the public, including facilities for outdoor recreation, habitat for wildlife, watershed protection, a reservoir of work for local unemployed, and income to the community from forest products. Often the rehabilitation of a tract of cut-over or burned-over land can be undertaken as a community enterprise. Local public forests as living memorials to war dead have been proposed in some communities.

A number of schools maintain forests which not only serve as out-door classrooms for the teaching of elementary forestry, conservation, and natural history, but provide an income to the schools from the growing and selling of forest products. The United States Forest Service is encouraging and cooperating in the establishment of community forests as part of a broad program of public forest development.

The proper management of community forest properties naturally requires the services of trained foresters. At present, most of the community forest enterprises that are being given technical forestry advice or direction obtain such service from State foresters or Federal forestry agencies. There is a growing tendency, however, toward the direct employment of trained foresters as community-forest managers. In 1944, some 45 community forests employed full-time foresters.

## OPPORTUNITIES IN PRIVATE FORESTRY

Though Federal and State agencies, educational institutions, and semi-public associations will doubtless continue to lead in research and extension, the great field for professional foresters in the long run will be in private work. Nearly three-fifths of the merchantable timber in the 48 States, and almost four-fifths of the good timber-producing land, is in private ownership, and this fact alone clearly indicates a large and fruitful field for the trained forester.

Private owners may be classified in a general way as industrial, including lumber, pulp and paper manufacturing companies, and other large manufacturers of wood products; public-service corporations, such as railroads and water companies; recreation and hunting clubs; mining companies; owners of large private estates; and farmers and other small woodland owners.

Private owners provided some of the earliest examples of professional forest management in the United States, and some have handled their timberlands carefully for many years. Generally, however, private owners have been slow in adopting measures for continuous timber production. The Forest Service has set up as a permanent activity a project to work with the States, lumbermen's associations, and timberland owners to the end that improved woods practices may be extended. Lumbermen's and pulp and paper manufacturers' associations are also encouraging good forestry practice on industrial forest lands instead of the old "cut-out-and-get-out" methods. In the last few years, several million acres of industrial holdings have been included in a "tree farm" program sponsored by industry associations. Recent State regulatory laws in several States look to increased attention to good forestry practice on private timberlands. A proposal for Nation-wide public regulation of timber cutting and related practices has been widely

discussed. This would set up basic standards of forest practice sufficient to prevent destructive methods of cutting and keep all forest lands in reasonably productive condition.



F-420862

Figure 8.—Lumber company forester tracing a land-ownership map. Foresters in private industry—like those working for public agencies—handle a wide variety of duties.

All of these movements point to new opportunities for employment in private industrial forestry.

### Forest Products Industries

Until recently, most of the industrial concerns employing graduates of forestry schools have used them mainly in logging engineering and allied work. Before World War II only about 1,000 foresters were employed by the forest products industries in forest-land management. As forestry practice is expanded and intensified on industrial holdings, private industry should employ several times this number.

The forester who enters the lumber or other forest products industries may be required to estimate standing timber, appraise stumpage, determine the best methods of cutting, estimate future growth, lay out logging roads or railroads, reduce waste, increase utilization, or participate in actual logging and milling operations. Experience for such work often must be gained by entering the business at the bottom and learning its practical and administrative details in a long and exacting apprenticeship. Many foresters find opportunities in this field, with possibilities of advancement to important managerial positions.

There is a growing field for specialization in industrial forestry. Some of the large operators conduct reforestation activities and other silvicultural

work on their cut-over lands. Many operators or associations maintain their own fire-control organizations. Industrial forest research is increasing, particularly in wood utilization. The growing use of wood in all sorts of products, as in the manufacture of plywoods, plastics, rayon, and alcohol, and the increasing use of such equipment as dry kilns and preserving plants to procure better utilization of lumber products, are creating opportunities for specialists in the industrial phases of wood use. Industry is also attempting to find new uses for little-used species and to create byproducts and new products which will broaden markets and utilize materials now wasted in the manufacture of primary products.

Though a knowledge of forestry is not essential to a retail or wholesale lumber dealer, a knowledge of woods and their properties gives the dealer an opportunity to speak with authority on the technical qualities of the woods and materials handled.

## Other Private Forestry Work

There is a broad and as yet largely undeveloped field for forestry among public-service corporations owning timberlands. Many railroads own extensive tracts of this kind. Some of these corporations have already adopted a consistent and permanent policy of holding their timberlands and are introducing systematic forest protection and management. Some of the eastern railroads have considered the acquisition of forest lands and planting of trees, wherever necessary, for the production of ties and other wood supplies.

Many water companies hold extensive timber tracts on the drainage areas from which their water supplies are derived. These companies for the most part have adopted a definite policy of maintaining such land in forest growth. In many cases, they might find it advantageous to employ professional foresters to keep the forest cover in the best possible condition while at the same time yielding cash revenue.

Frequently mining companies own lands covered with tree growth. Many companies in the southern mountains, especially coal-mining companies, hold considerable areas for mineral development and also for the production of wood and timber for use in the mines. Some are already treating timbers with chemical preservatives and others have taken up the problem of conservative forest management on their lands. A few companies are attempting reforestation of areas ruined by mine dumps or open-pit operations.

Industrial concerns in other fields sometimes own extensive forest properties. Some of the large automobile manufacturers, for example, have forest holdings which they manage for timber production to supply wood needed in the manufacture of their products.

Another class of private owners consists of clubs or individuals who have acquired forest property for hunting and other recreational purposes. Relatively few large tracts of land in private estates, however, are managed at present under forestry principles with a technical forester in charge. Usually work on the ground is supervised by a resident ranger or woods foreman. Where technical work is done, it is often directed by a consulting forester who visits the tract at intervals. Most of the forestry so far practiced on private estates has been, and, except for the largest owners, will probably continue to be of this character.

There are now a number of private firms and individuals who act as consulting foresters. This is the natural goal of some of the more mature and experienced men who have acquired a solid footing in the profession.



Younger men are sometimes employed as assistants and as members of field parties. Some consulting foresters conduct a very prosperous business, especially when they have an established reputation which brings a demand for their services in solving particularly important problems.

The operation of private holdings is likely to tend more and more toward conservation practices. This development will probably be accompanied by a growth in cooperative timber production and marketing associations among small landholders and farmers. Already, some mills are being supplied with needed timber through such organizations. A few cooperatives operate their own sawmills or wood-processing plants. Trained foresters

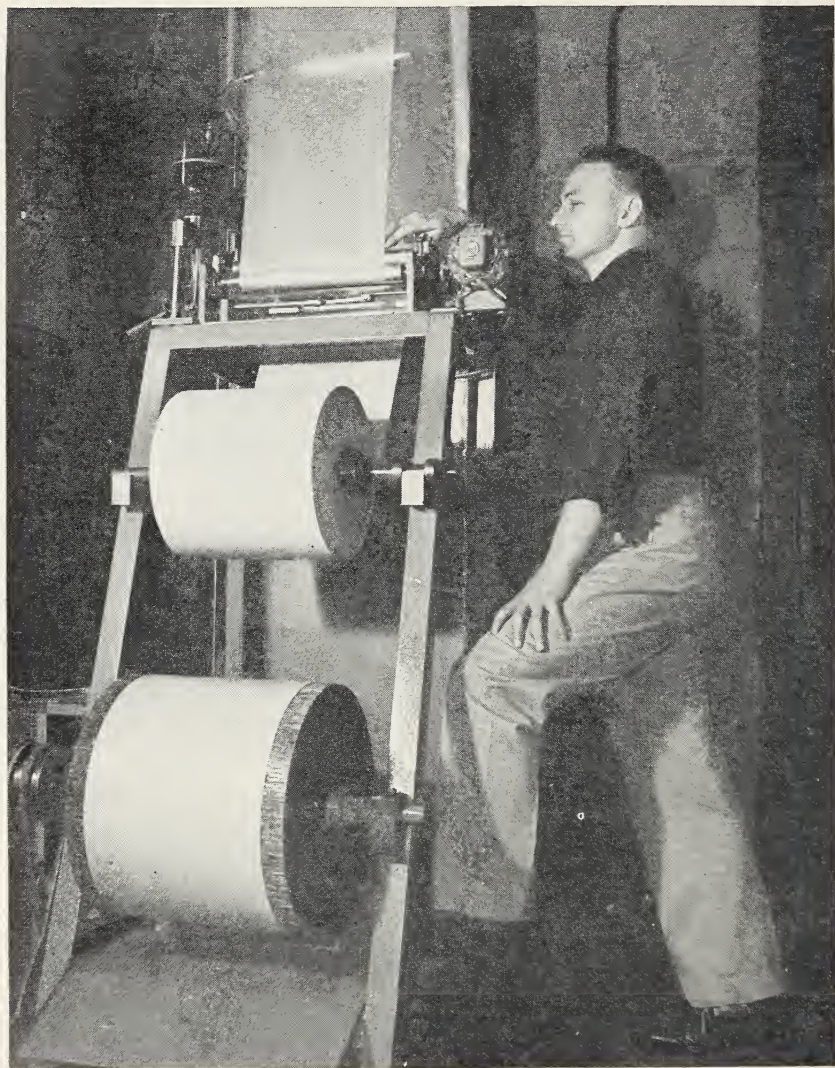


Figure 9.—A forest-products researcher at work—inspecting paper sheets as they go through a machine to be made into “papreg,” a paper plastic developed at the Forest Products Laboratory, Madison, Wis.



are employed by the cooperatives in directing the operations of their members and in marketing the timber produced.

Compensation in private forestry depends largely upon the earning capacity of the individual. Ordinarily, foresters in private employ are paid at a somewhat higher rate than public forest officers in the same grade of work. Furthermore, where the forester works into a regular business, as, for example, in the lumber business, his remuneration will depend not only upon his technical attainments but his business capacity and value to the company.

## TRADE AND CONSERVATION ASSOCIATIONS

Many of the national and regional trade associations of lumbermen, pulp and paper producers, and other forest-industry groups employ technical foresters as staff advisers or as directors of certain lines of promotional work. The top executive directors of several of these associations, in fact, are professional foresters whose experience and abilities led to their selection for these positions.

A number of foresters have found interesting opportunities with conservation organizations such as the American Forestry Association, American Tree Association, the Pack Forestry Foundation, and various State forest conservation associations. Men chosen for executive secretaryships of such associations usually have demonstrated ability in public relations. From time to time, some of these associations sponsor and finance special studies or surveys which call for the services of trained foresters. Men with experience in the particular line involved are selected to conduct such projects.

The professional organization of foresters in the United States is the Society of American Foresters, with headquarters in Washington, D. C., and regional sections in various parts of the country. The purpose of this organization is the maintenance of high standards in professional practice and promotion of the interests and welfare of the profession generally. Professional forestry training or practical experience substantially equivalent to that obtained in a school of forestry is the requisite for membership.

## TEACHING

Teaching offers opportunities to the technical forester. As noted above, more than a score of colleges and universities in the United States have schools or departments offering forestry courses. Advanced technical training plus teaching ability are requisites for appointment to a faculty position. Practical woods experience, in addition, often is an advantage.

Many foresters have gone into teaching after some years in forestry work with the Federal Government, States, or private industry. Occasionally, outstanding graduate students receive appointments as instructors, from which they can rise, if qualified, to assistant professorships and full professorships.

Compensation varies with the colleges. Top faculty positions in the leading universities pay salaries that compare favorably with those of principal Government forestry positions, but do not equal salaries in the higher brackets of private industry. The academic surroundings, privileges, and campus life, however, have a special appeal to some individuals. The teacher of forestry who is interested in research usually also has the advantage of being able to carry on original studies in connection with his regular school work.

Conservation and elementary forestry are taught in some secondary and vocational schools, but the subject matter is seldom so technical as to call for advanced forestry training. Some foresters, however, have gone into high school teaching, and have found their forestry training useful.

## WOMEN IN FORESTRY

Forestry has generally been considered man's work. It will probably continue to be primarily, although not necessarily exclusively so. A few women have acquired technical training in forestry and have found employment in this field—for the most part in research or educational work. There have been instances of women successfully managing logging and other industrial forest enterprises, having in most cases "grown up in the business."

The opportunities for women in technical forestry work, however, are limited. Many outdoor positions are necessarily restricted to men; physical difficulties and other conditions in the field make the employment of women impracticable from the standpoint both of the employee and the employing agency. And since experience in such field work is generally a requisite for promotion to higher administrative or technical positions, women are unfortunately at a disadvantage.

In the nontechnical field, many women are employed in forestry agencies as clerks, stenographers, secretaries, draftsmen, etc.; and as a result of experience and special aptitudes, some have risen to important positions. The woman who trains as a professional forester, however, is not apt to find a ready-made job waiting for her. She will have to compete with men trained for the same work and demonstrate her special fitness in what has been largely a man's field.

## LOOKING TO THE FUTURE

Forestry is one of our youngest professions. Fifty years ago there were practically no trained foresters in the United States. Starting from scratch, the forestry movement in just a few decades has made notable gains. Forest conservation as an ideal has won general approval. As yet, however, the practical methods and principles of forestry by which real conservation may be achieved are too little understood by the general public.

Forestry's greatest possibilities lie in the future. Forestry practice now is being applied only to a fraction of the Nation's forest area. National interest and security eventually will demand the institution of sound forest management on *all* of our forest land—one-third of the country's land area. The need for men with professional forestry training should increase rather than diminish. How rapidly this need will increase will depend ultimately upon public demand for the extension and intensification of sound forest practice, both on public and private lands. Public interest and understanding of the Nation's forest situation and its relation to national progress and human welfare will largely determine future career possibilities in forestry.

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